



New Zealand Professional Firefighters Union
National Vice President Position

Graeme "Norm" Gilroy

Kia Ora and Hi

A brief note asking for your support in the upcoming election for the above role.

Been involved with the NZPFU for many years. Held Invercargill Local Secretary position for 13 plus years, Southern Branch Vice President for 3 years and currently the Southern Branch President for the last couple and a national committee member.

Currently looking after the NZPFU training role (Station Officer and Senior Station Officer TAPS, Command and control work, stakeholder engagement meetings, Incident Leadership and development course, Station Officer Induction etc.) As well as being part of a great Branch team with Jim Ryburn and Mark Leonard.

- ❖ No rubbish promises just an undertaking to work hard and communicate as well as I can.
- ❖ Working towards strong governance and leadership for now and into the future
- ❖ I would like to continue and expand my work on the national committee as the last while has been a valuable learning experience.
- ❖ While aware of the issues metro brigade's face I hope I can also represent the provincial brigades as we move through the FENZ Integration process.
- ❖ Would like to see our Local's representatives better educated to be able to assist our members through issues.
- ❖ Hope our start on diversity and inclusiveness at the last conference can be continued and expanded to reflect the wishes of our members.
- ❖ Our channels of communication and the way our members want to receive that communication are always open and reflective of the member's needs.
- ❖ To work with members to better understand our structure and where we all fit in.
- ❖ The need to identify the specialist skills of our members so that we can utilise them to the benefit of the NZPFU in our decision making.

That's enough. Based in sunny, warm Invercargill and been in the job for 34 years, currently a Station Officer (SSO qualified). Survived the 90s, and looking to build on our professional proactive approach to issues championed by our current council / committee.

Thanks

Graeme "Norm" Gilroy



Ian Wright Biography for President of the New Zealand Professional Firefighters Union

My Strategic Goals for the Union as President

- Recognition of workplace cancer
- Recognition of PTSD/stress and mental illness
- Recruitment and retention of Career staff
- Command and control in the new organisation
- Maintaining and improving terms and conditions of our CEA
- Building positive growth and strength within our membership
- Strong governance and leadership of the Union

There is a massive body of work that is going on at the moment, and will continue in years to come around the Target Operating Model (TOM). We need to ensure we are on top of it, getting good representation and input into the future of the fire and emergency sector.

I see myself attracting and enabling Union members to step forward to contribute your expertise, skills and knowledge that the consultants do not have and rely on. We need to be leading the way with our thinking, planning and actions.

I want to ensure we are recognised and rewarded for the work we do now, and that which may come in the future, whilst providing a safe physical and mental environment. I also want to raise the awareness of workplace cancer and ultimately push to get this covered as a workplace illness/injury by the Government.

I will be looking for opportunities for the Union, its members and representatives especially looking to future proof our Union by being more accessible, available and present in front of members.

Future representatives need to know what is expected of them at the Local, Branch and National levels. Things like; Information on workload, what they can influence and who they interact with. We need members who are able to read and think critically and respond positively and constructively.

The type of work Union officials need to be doing is visiting stations and meeting members. This is what I intend to be doing if elected as your president, visit with members, listen to your stories, concerns, fears and ideas. I will be trying to educate you on what it means to be a Union official in today's environment, to encourage you to step up because we need you.

I will be actively looking at driving management to release Union officials to participate in the running of the organisation.

In my time as Vice President (last 6 years) I have been at the forefront of Union activities / negotiations and pay system and was instrumental in our deliberate change of the way we interact with NZFS/FENZ. Working in a positive and constructive way opens all sorts of doors which allows us to influence the organisation at the highest levels.

If you're still reading, some stats about me.

I am 50 years old, joined the Fire Service in 1987 and I am a Station Officer at Seaview Station on green watch. I joined the Union in a representative capacity in 1996 as a Local rep moving through to Local Secretary for a number of terms, rising to Central Branch President and then Vice President.

Thank you for your consideration

8 June 2018

Profile for Michael Powell
for
Union President and Vice President.

I have had 33 years as a Professional Firefighter with NZFS/ FENZ and I am currently a Senior Firefighter at the Taupo Station which is part of Central Lakes District.

I currently have over 20 years Union experience at Local, Northern Branch and National committee levels. Most recently I have been the Northern branch President, which has allowed myself to be the National representative on several working parties, including a heavy involvement in Training issues.

As a representative at National level it has allowed me to also be part of the negotiation team for our current contract and conditions.

Our Union deserves a strong voice, someone who is not afraid to speak up, to ask the difficult questions and demand answers to these questions. I have always believed that individuals deserve a voice and I have always made myself available in the past to be their advocate.

The NZPFU deserves someone to push this union into becoming a modern organization and not forgetting why we are elected, to represent our members.

You deserve good representation and I hope you will vote for me to be that person.

Thank you



New Zealand Professional Firefighters Union

Tena koutou e hoa ma.

My name is Joe Stanley, I am currently the President of the Wellington Local, and I have been nominated for election to the position of the National President of the NZPFU. Here is a brief background to show why I feel that I am suited for the role National President of the NZPFU.

In early 2000 I was recruited by the New Zealand Council of Trade Unions (NZCTU) onto the Organising Works – Union Organiser Traineeship. From this programme I was recruited into the Engineers Union in Auckland as a Union Organiser, and then into the NZEI (Primary Teachers' Union) in Palmerston North as a Field Officer/Legal Advocate. My role as a Union Organiser/Field Officer was to represent union members in their employment issues through informal meetings, the employment mediation service, and the Employment Relations Authority.

After some time as a Union Official, I decided I wanted a new challenge so I joined the NZ Army as a Commissioned Officer. My last RF posting in the Army was as an Adjutant/Staff Officer. After my successful application for the Fire Service, I decided to stay in the Army as a Reserve Officer and I still serve with 5/7 Infantry Battalion as the Company 2IC East Coast Company.

I joined the NZFS in 2012 and have been based in Wellington since I started. In 2016 I decided to run for the position of Wellington Local President because I wanted to support changes in my Union. I spent the last year seconded into the Transition/Integration team as a National Advisor representing Career Firefighters and Urban Fire. This secondment allowed me to be involved in the changes Fire and Emergency is going through, and given me a vision for the type of organisation I feel the NZPFU should be. I want our Union to be a relevant, and credible voice in this change process, and for Career Firefighters to be recognised as the backbone of Fire and Emergency. For this to happen the NZPFU needs to have a strategic focus.

Our employer has evolved, and our Union needs to evolve with it. I am confident that my experience as a paid Union Official in two of NZ's largest unions puts me in a good position to provide a renewed leadership focus as we move into this new era. Now is the time to shape what Fire and Emergency NZ could be as an organisation, with a view to enhancing the status of Career Firefighters.

**"Ehara taku toa i te toa takitahi
Engari, he toa takitini"
"My strength is not the strength of one
It is the strength of many"**



CANDIDATE BIOGRAPHY

JOHN (JW) WALDOW

for Vice President of the NZPFU

I have been a Union official for the last eleven of my eighteen years as a Firefighter. I have served the Auckland Local as a committee member, Vice-President, and currently, Local Secretary. I am the current Vice-President of the Northern Branch.

As a number of members over the whole of New Zealand can attest, I have worked together with them to support their Locals in matters that impacted on them, not just on issues with an Auckland focus. I have represented the interests of all members on a number of working groups, including medical co-response and Critical Incident exposure. There is large amount of unfinished business regarding those two areas and I pledge to you that I will make these a priority when I'm elected.

I have also represented members' interests in the realm of Workplace Safety, particularly in the identification of faults and fixes for the Fraser-MAN appliances, having worked closely with the Local-appointed representatives on the Project Recovery team and representatives from Christchurch, Wellington, and Hamilton.

A consistent concern voiced to me by members is financial accountability within the Union. I will strongly advocate for a complete audit of the accounts and a review of the Financial Standing Orders to ensure members money is not being wasted. This accountability must also extend to governance and look to repair the recent failures and abuses of power that has seen the unreasonable and unprecedented delay to these elections.

Members have consistently demanded an update to the voting system we currently use. I agree that that the Union needs to be brought into the 21st Century and pledge that I will advocate for and support a change to the Union Rules to find a way to allow members cast their vote and have their say in a way appropriate to the technological age in which we live.

This is a significant time of change. It is vital that the Union be heard and acknowledged as a relevant organisation, advancing the interests of its' members for both our benefit as well as the benefit of the communities that we serve, for we are also members of those communities. The Union must be modernised and improved to provide your representatives with the tools and ability to maximise our ability to progress your interests. With your vote, it is my intention to ensure that this occurs.

As a Union, we have had a period of engagement with the employer for a number of years now. While this may have merit in its own right, we must ensure that our voice within FENZ is an independent voice, not an extension of the employer's will. This does not mean saying "NO" to anything and everything the employer proposes or wishes to do, but rather the ability to consider our options and advocate our collective position and, if appropriate, say "Yes", but wholly under our terms.

Thank-you for your attention and I humbly request your support by voting for me as your National Vice President.